

WELL AWARE

January 2014

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Contact DelaWELL

www.delawell.delaware.gov

1-800-556-6106

EMAIL: Employee.wellness@state.de.us

Alere®

<https://delawell.alerehealth.com>

1-866-674-9103

Contact Statewide Benefits Office

www.ben.omb.delaware.gov

1-800-489-8933 OR (302) 739-8331

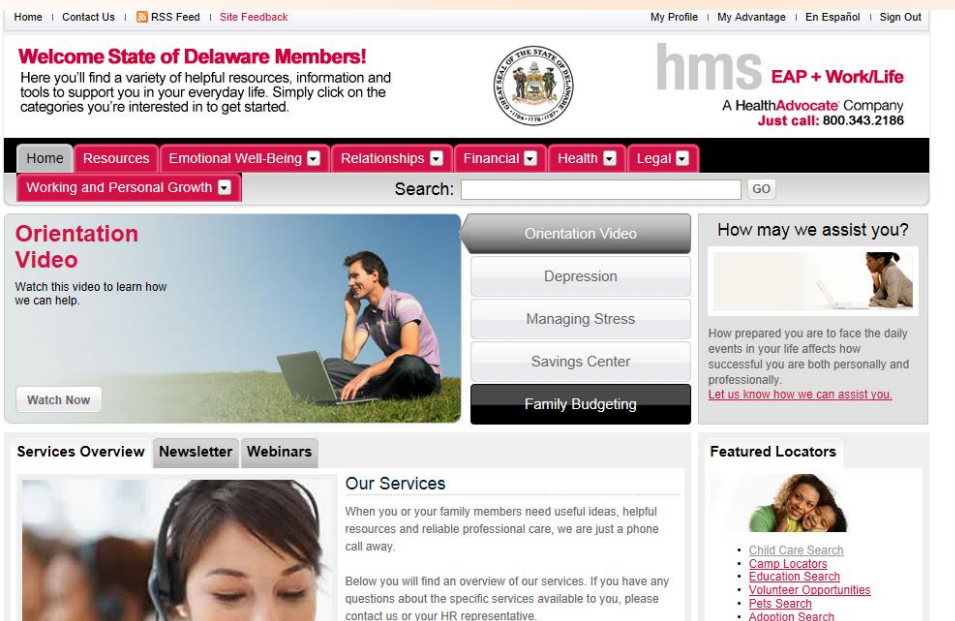
Employee Assistance Program (EAP) – Check Out The NEW Human Management Services, Inc. (HMS) Website Starting January 1, 2014

To access the new and improved website (which will be ready starting January 1, 2014), please enter the new URL in your browser: <http://hms.healthadvocate.com/>. Members that attempt to access the old HMS site after December 31 will be automatically redirected to the new URL.

One of the exciting website improvements is that members no longer have to enter a username or password. Now, all you need to do on the new site is enter **State of Delaware** in the box where it asks for the name of your organization. Other significant web enhancements include:

- Easier navigation
- Improved and increased number of locators, assessments, articles and fun resources
- Entire site and information converts easily to Spanish

What you have come to know and expect from HMS will continue to be provided on the new website: webinars, child, elder, legal and financial resources and tools and skill builders (personal and professional development and resources to help members make better decisions). **Have questions? Call HMS at 1-800-343-2186.**



The screenshot shows the HMS website interface. At the top, there's a navigation bar with links: Home, Contact Us, RSS Feed, Site Feedback, My Profile, My Advantage, En Español, and Sign Out. Below this is a welcome message for State of Delaware members, stating they will find helpful resources, information, and tools. The main content area features a search bar with a dropdown menu showing categories like Home, Resources, Emotional Well-Being, Relationships, Financial, Health, Legal, and Working and Personal Growth. A large video player on the left shows an 'Orientation Video' with a man sitting on a grassy hill. To the right of the video are buttons for 'Orientation Video', 'Depression', 'Managing Stress', 'Savings Center', and 'Family Budgeting'. Further right is a section titled 'How may we assist you?' with a small image of a person at a computer. Below the video player is a 'Services Overview' section with a 'Newsletter' and 'Webinars' tab. The 'Our Services' section describes the types of help available. On the bottom right, there's a 'Featured Locators' section with a list of services: Child Care Search, Camp Locators, Education Search, Volunteer Opportunities, Pets Search, and Adoption Search. The HMS logo and 'A HealthAdvocate Company' tagline are visible in the bottom right corner of the screenshot.

hms
A HealthAdvocate Company



What's Going On:

- **Important Weight Watchers® Information:**
 - **Requirement Deadlines For The 2013-2014 DelaWELL \$200 Gold Level Reward**
Weight Watchers Meetings With Monthly Pass Membership - Participants should begin their membership purchase no later than January 31, 2014, in order to meet the 3 consecutive month requirement by the April 15, 2014 reimbursement form submission deadline. To learn more please visit <http://www.delawell.delaware.gov/www.shtml>.
 - **Introducing Weight Watchers® Simple Start**
Simple Start is a two-week starter plan of simple meal ideas to help you get started losing weight and on the path to long-term success. Simple Start is included as part of your membership when you enroll in the Weight Watchers offerings. To learn more please visit <http://www.delawell.delaware.gov/www.shtml>.
- **January is Cervical Health Awareness Month**
Pap tests save lives! It's a simple test that takes about five minutes, and it's a woman's best defense against a silent and deadly killer—cervical cancer. A quick swab of the cervix can identify abnormal cells before they become cancerous. **Call Nurse24SM** any time, day or night, to learn about risk factors and ways to protect yourself against cervical cancer. Experienced nurses are available 24/7 to provide you with free, confidential information you can use! This service is provided at no cost as part of your benefits plan - so call as often as you want! Call 1-866-674-9103 or chat with a nurse online at the DelaWELL Health Portal (<https://delawell.alerehealth.com>).

Upcoming Events:

- **DelaWELL Health Screenings - January 6, 2014 Through April 30, 2014**
After you log in, click on the links on the left menu of the DelaWELL Health Portal (<https://delawell.alerehealth.com>) for more information, including a screening calendar, health screening frequently asked questions (FAQs) and to register for an appointment.
- **Have-a-Heart Challenge (February 1-28, 2014)**
This challenge helps you focus on two heart-healthy steps: Eating a healthy low-fat, high fiber breakfast and getting physically active. Learn more at <http://www.delawell.delaware.gov/wellness-challenges.shtml>.
- **DelaWELL University Onsite Health Seminars**
January 2014: *A New Year To Stress Less: It Starts With YOU*
February & March 2014 - *Know Your Health - A New Look At Why I Smoke And How To Quit*
April 2014: *Dump The Junk: Take Control Of Your Weight, Nutrition and Health*
Register today for a time and location convenient for you at www.delawell.delaware.gov.



MOTIVATION STATION: EMPLOYEE SPOTLIGHT

Weight Watchers At-Work Meeting Members

Richardson Park Learning Center (RPLC) - Wilmington, DE
Red Clay Consolidated School District

Story submitted by Frances Russo-Avena, R.N. (School Nurse at RPLC) on October 31, 2013



"In February 2013, 15 employees eagerly registered for Weight Watchers. With the guidance of our Weight Watchers At-Work leader, our group lost 108 lbs. by June 5, 2013. Attending Weight Watchers meetings proved to be a success for us and we supported each other throughout the journey..."

To read their complete story and other participant health testimonies, visit www.delawell.delaware.gov and click on the "Motivation Station" link. Has the DelaWELL program impacted your overall health? Do you have a success story that will encourage your co-workers along their path to wellness? If so, we would like to hear from you! Send us an e-mail at Employee.Wellness@state.de.us for possible posting in an upcoming edition of WellAWARE and on the DelaWELL website.

Managing Thyroid Eye Disease



An annual eye exam can help with early detection and treatment. Thyroid eye disease, also called Graves' eye disease, is the manifestation of hyperthyroidism on the structures of the eyes. Hyperthyroidism occurs when the thyroid gland produces too much of the thyroid hormone. As a result, the body's immune system attacks the eye muscles and tissues in the eye socket, causing swelling, inflammation and limited movement of the eye.

Four risk factors for thyroid disease are: Hyperthyroidism, Advanced age, Gender (more common in women) and smoking.

Approximately 1 million cases of Graves' disease are diagnosed each year in the United States. Graves' disease often occurs at the beginning of a person's thyroid disease. In some cases, the eye symptoms may appear before a diagnosis has been made. Up to 50 percent of all people with thyroid disease will experience Graves' eye disease. If you have a history of thyroid disorders, talk to your eye care professional or primary care doctor about your risk for thyroid eye disease.

Between 70 percent and 90 percent of patients with Graves' disease have a distinctive protrusion or bulging of the eyes. Other symptoms include:

- Dry, itchy, irritated eyes, especially in the initial stage
- Swollen eyelids
- Double vision, particularly when glancing down or up
- Difficulty closing eyes completely, especially when sleeping
- Vision loss

The active phase of Graves' disease generally lasts two to three years. Treatment focuses on monitoring the condition to preserve sight, as well as to address discomforts such as double vision and dry eyes. In rare cases, surgery may be required. While thyroid eye disease can cause permanent loss of vision due to pressure on the optic nerve, fewer than 5 percent of patients with Graves' disease lose their sight. Like many other conditions, thyroid eye disease can be identified and treated early through regular comprehensive eye exams. Talk to your eye care professional or primary care doctor for more information about your risk for thyroid eye disease, particularly if you have a history of thyroid disorders.

To learn more about your vision benefits, please visit www.eyemedvisioncare.com . And click the **Members** tab.

Information on Preventing the Most Common Cancers in Women: Cervical and Breast

The most important thing you can do to help prevent cervical cancer is to have pap smears on a regular basis, as directed by your physician. This is important even when you think you are too old, have stopped having children, or are no longer having sex. The pap smear looks for cell changes on the cervix which may develop into cancer, if not treated appropriately.

Highmark Delaware's and Aetna's HMO Plans: Provide a pap smear, as part of an annual gynecological examination for women 21 and older with a \$10 copay. Members do not have to obtain a referral from their primary care physician (PCP) to see a gynecologist (GYN). Remember, use in network providers as services by an out-of-network provider are not covered.

Highmark Delaware's Comp-PPO and First State Basic: Provide a pap smear, as part of an annual gynecological examination for women 21 and older with a \$15 copay for the office visit and \$5 copay for the pap smear.

Highmark Delaware's and Aetna's CDH Gold Plans: Provide a pap smear, as part of an annual gynecological examination for women who are sexually active, under the Preventive Services and is covered at no cost to the member when the provider is in-network.

Continued on next page...

Continued - Information on Preventing the Most Common Cancers in Women: Cervical and Breast

A mammogram and a clinical breast examination (performed by a health care provider) on a regular basis are the most effective methods of detecting breast cancer early. Early detection means that treatment can be started earlier and raises the odds of survival. Discuss your personal situation with your physician to determine what best meets your needs.

Highmark Delaware's and Aetna's HMO Plans: Provide a mammogram for women age 40 and over once a year with a \$15 copay. Remember, use in network providers as services by an out-of-network provider are not covered.

Highmark Delaware's Comp-PPO: Provide a mammogram for women age 40 and over once a year with a \$15 copay.

Highmark Delaware's First State Basic: Provide a mammogram for women age 40 and over once a year under Preventive Services and is covered at no cost to the member when the provider is in-network.

Highmark Delaware's and Aetna's CDH Gold Plans: Provide a mammogram for women age 40 and over once a year under the Preventive Services and is covered at no cost to the member when the provider is in-network.

Remember to use in-network providers to receive the highest value from your health care plan. Applicable co-pays, deductibles, etc. apply in accordance with the health care plan.

To discuss your specific situation contact:
Highmark Delaware's Customer Services at 1-800-633-2563
Aetna's Customer Services at 1-877-542-3862

Attention Active Employees and Non-Medicare Pensioners:

Changes Are Coming to Your Prescription Plan Formulary of Medications in 2014

Your State of Delaware prescription plan Formulary is the list of medications covered under your medical and prescription plan. These are proven medications and include drugs to treat every condition. Each year, Express Scripts physicians and pharmacists review and update the plan's formulary to ensure that the plan is providing the most clinically sound and cost effective medication therapies for members.

Formulary changes beginning January 1, 2014

Effective January 1, 2014, 89 brand medications will move from Preferred Brand (Tier 2) to Non-preferred Brand (Tier 3), and 21 medications will move from non-preferred to preferred status. A list of the affected drugs is posted on the Statewide Benefits Website at <http://ben.omb.delaware.gov/script/planinfo.shtml>. Members who are currently taking a drug that is moving to a Non-preferred Brand status with higher copay will receive a letter from Express Scripts, and the letter will include alternatives that members can discuss with their physicians.

Additional Formulary changes are coming on July 1, 2014

Beginning July 1, 2014, a total of 48 medications will be excluded from the State of Delaware's formulary. This means that these drugs will no longer be covered under the State plan, and members would pay the total cost of the medication. A list of the drugs that will be excluded beginning July 1, 2014 is available on the Statewide Benefits Website at <http://ben.omb.delaware.gov/script/planinfo.shtml>. Again, members who are taking these drugs will receive a letter from Express Scripts describing alternative drugs for consideration.

What can I do if an excluded medication is medically necessary for me? Your doctor can file an appeal for an authorization to allow you to continue on this medication. If approved, the medication will be covered at the non-preferred copay level.

Questions?

See the Statewide Benefits Website for copay information and medication lists at <http://ben.omb.delaware.gov/script/planinfo.shtml>, or call our office at 302-739-8331 or 1-800-489-8933.

These changes do not apply to Medicare Pensioners enrolled in the Express Scripts Medicare PDP Plan.

Healthy Recipe

Easy Vegetable Soup

Takes Under 30 minutes
Makes 4 servings

INGREDIENTS:

- 1 tablespoon olive oil
- 2 carrots, sliced
- 1 cup (3 oz/90 g) green beans, trimmed and sliced
- 2 ribs celery, sliced
- 4 scallions (green onions), thinly sliced (white and green parts separated)
- 1 bay leaf
- 14.5 oz can chopped tomatoes with Italian seasonings
- 32 oz box low-sodium chicken or vegetable broth
- 1/2 cup tri-color orzo, ditalini or other tiny pasta shape
- Salt and freshly ground black pepper, to taste

PREPARATION:

1. Heat the oil in a large saucepan set over medium heat. Add the sliced veggies (except the scallion greens) and the bay leaf. Cook, stirring every so often, until the onions are soft, about 5 minutes.
2. Add the tomatoes, broth and pasta. Add salt and a generous grinding of black pepper. Stir well. Cook for 15 minutes, stirring from time to time to make sure the orzo doesn't stick to the bottom.
3. When the soup is nearly done, remove the bay leaf and stir in the scallion greens. Ladle the soup into bowls.

NUTRITIONAL INFO PER SERVING

91 Calories
3g Fat
1g Saturated fat
0g Trans fat
4g Protein
12g
Carbohydrate
5g Fiber
105mg Sodium
34mg Calcium

**For more great healthy recipes, visit the
DelaWELL Health Portal at
<https://delawell.alerehealth.com>.**



The Fitness Guru Says...



Health Tip: Prevent Injuries And Stiffness When Working At A Computer

Dear Reader,

The human body was not designed for sitting all day hunched in front of a computer screen. Those of us that work in an office can be at risk for a range of physical problems such as an aching back and neck, sore eyes, etc. The good news is by making some small changes in your work area you can battle these occupational hazards and help relieve potential stresses on your body. For example, the best location for your monitor is directly in front of you with the top of the screen level with your eyes. When it comes to the backrest of your chair, it should conform to the curve of your spine. Some chairs offer a lumbar support system, which you can adjust to your back. If this is not available, you can use a rolled up towel and place it in the lower curvature of your back. This helps in back support and relieving stress.

Get more tips and advice for preventing injuries and stiffness when working at a computer. Visit the DelaWELL Health Portal at <https://delawell.alerehealth.com>. After you log in, select the "Interactive Tools" link located on the top menu under Tools & Media. Once on the Interactive Tools link, select "Healthy Workplace/ Active Desk" to get started.

Best of Health!

F.G. (a.k.a. Fitness Guru)

A New Year To Improve Your Finances

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Human Management Services, Inc. (HMS) provides financial services to employees, pensioners and their dependents that are enrolled in a non-Medicare State of Delaware Group Health Plan.

Financial counselors are available to address your questions on all matters of financial management including debt reduction, home buying, budgeting, foreclosure prevention and bankruptcy prevention. Certified Consumer Credit Counselors will provide **free** confidential counseling sessions.

Help is only a phone call away! Available 24/7, call 1-800-343-2186. Learn more about the Employee Assistance Program (EAP) services and benefits at <http://ben.omb.delaware.gov/eap/index.shtml>.